

Organization culture model summary essay examples

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Organizational Culture is an important aspect of human resource as it helps define the direction that an organization purposes to adopt in realizing its goals and objectives and thereby being viable in business. There exist a number of models that try to assess or evaluate an organization's culture. The Denison model is one such model. This survey used this model in evaluating the organization culture of Hilton Garden Inn, a three star hotel located in Terre Haute, USA. This paper summarizes the major aspects of organizational culture of this organization.

Involvement

Hilton Garden Inn has enhanced and encouraged the concept of active involvement of both workers and their customers to stimulate its positive growth. This firm implements this strategy through various means such as described below:

Empowerment

This firm embraces involvement so as to empower workers to be self-driven in carrying out their duties. To achieve this, the firm ensures that employees are highly involved in their work and shares information widely among employees of the firm. This makes employees believe that they have a positive contribution to the organization.

Team Orientation

Hilton Garden Inn has embraced the aspect of team work by encouraging collaboration among workers at various levels and departments of the organization.

Capability Development

This firm continuously invests in capability development by nurturing and developing the skills of workers. This is done through various training programs organized to improve the skills of workers. This has helped scale up the abilities of workers in handling their day to day activities.

Consistency

Given the stiff competition within this industry, there is need to maintain consistency so as to remain viable within the competitive market. To achieve this, the following aspects are nurtured.

Core Values

Agreement

This firm has ensured that there usually exists mutual agreement among its employees. Minor indifferences are usually sorted out amicably through the most appropriate channels so as to avoid interfering with the work.

Coordination and Integration

All activities are well coordinated within this dynamic firm. It is known that as a firm that deals with various services such as accommodation services, fitness services, business meeting venues and general catering services, there is need to have high level of coordination and integration to ensure smooth operation.

Adaptability

Hilton Garden Inn is well adapted to the business environment of this area. By embracing a culture of learning, this firm is able to adjust according in

response to market changes by incorporating positive change. Several departments of this firm usually cooperate in adopting and implementing change that seems to be productive to the organization.

Customer Focus

This organization is focused on its customers and its main goal is to ensure customer satisfaction. In achieving this, the organization has a customer feedback services in which every customer gives comment to the satisfaction obtained from their services. This helps match its performance against customer satisfaction.

Organizational Learning

This organization has incorporated a learning culture that makes it possible for workers at various levels hence enabling the firm adopt new innovative ways of conducting business.

Mission

Hilton Garden Inn is dedicated towards fulfilling its mission of providing quality world class services to its customers with the view of attaining customer satisfaction. As a result, the firm has streamlined its strategies to ensure that they are geared towards achieving this preset mission. Managers at different levels set realistic goals that give guidance towards achievement of the mission.

Reference

Hilton Garden Inn. (2013, March). Hilton Garden Inn Terre Haute. Retrieved April 13, 2013,

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